

27 July 1983

MEMORANDUM FOR: Inspector General

FROM: Deputy Director of Central Intelligence

SUBJECT: [] Grievance Appeal

1. The Inspector General memorandum setting forth the grievance of [] is a very thorough one. The conclusion and recommendation is a logical one under normal circumstances, but in this case I feel doesn't go far enough.

2. There may be justifiable reasons that panels in recent years refrained from recommending [] for promotion because his performance may not have been up to par. I cannot feel, however, in looking at the aggregate of this case, that the failure for [] to be promoted after all "those years" did not have some adverse impact on his performance. It is also apparent that [] in times past might well have been promoted had he not fallen victim to moving from one career field to another. Hence, as the individual panel system is concerned there may be some merit in his not having been promoted. However, I think the institution, the Agency at large, should accept the fact that [] has been a deserving and for the most part dedicated employee for a number of years and regardless of the circumstances should reward him with a promotion.

3. I have therefore decided to promote [] to a GS-13 as an Agency promotion and recommend that he be reassigned to the [] where I understand there is a need for his services. This way we can give [] a new opportunity while at the same time respond to his grievance appeal.

John N. McMahon